

University of Groningen

Better together

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APPENDIX
THE TEN MOST REPRESENTATIVE DISSIMILARITY ATTRIBUTES PER CLUSTER

Cluster	Dissimilarity Attribute
Extraversion	Has got ambition Arrogance Plays the first fiddle Is competitive Is direct Is self-assured Is extraverted Is a social person Has got humor Is impulsive
Task-related expertise	Knows much about how things work in the organization Knows about ICT Information exchange Gives advice Is a legal advisor Has got a juridical background Has got intermediate educational background Level of expertise Is a planner Work activities
Approach to work	Keeps promises Is working on an ad hoc-basis Needs a structured task Pays attention to detail Is focused on the goal Is focused on the process Can only focus on one task at a time Is focused on planning Works in an orderly way Likes to work on abstract assignments
Work pose	Likes to wait and see which way the wind blows Likes to be straightforward Likes to keep things to himself/herself Prefers a hands-on mentality Likes to take it easy Is open to feedback Sensitive to appreciation Likes to approach others in a formal way Typical bureaucrat Is a "leftist rebel"
Seniority	Works part-time Works full-time Generation difference Personal history Age Life phase Life situation Has got children Energy Experience

